



COMPTROLLER CIVILIAN CAREER PROGRAM (CP 11) INITIATIVES

**MANPOWER AND FORCE MANAGEMENT
ANNUAL PLANNING BOARD**

OCTOBER 15 - 16, 2003



OUTLINE

- CP 11 Workforce Demographics
- Succession Planning
- CP 11 Strategic Planning
- New Training Initiatives



CP 11 WORKFORCE DEMOGRAPHICS

- Population: 9262
- Average Age: 49
- Average Years of Experience: 22
- Number of High Grades: 877
- Number of CP 11s deployed: 12
- Average Education:
 - 82% of CP 11s have college experience
 - 15% have an associate or some college
 - 45% have bachelors only
 - 21% have a masters or post masters work



Current Financial Management SESs 22 Total

Experience:

BS/BA	22
MA	21
SSC	16
NSMC or equiv.	5
HQDA exp.	21
MACOM/MSC	19
Division/Branch Chief	19

Demographics:

60-62 years old-	2
55-58 years old-	8
50-54 years old-	6
45-49 years old-	6

Almost
half
eligible to
retire



COMPTROLLER CIVILIAN CAREER PROGRAM (CP 11)

SUCCESSION PLANNING ACTION PLAN

- Determine CP 11 Succession Planning Criteria - *Done*
- Brief MACOM SES Members - *Done*
- Analyze Current SES Demographics - *Done*
- Conduct Succession Planning Session - *Done*
- Integrate Military and Civilian Personnel Databases - *Working*
- Analyze Skills and Competencies of Current GS14/15s - *Working*
- Develop a SES Preparation Program - *Working*
 - Resumes
 - Mock interview boards
 - Competitive Executive Core Qualification packages



STRATEGIC PLANNING GOAL

- To transform the financial management professional workforce to enhance our partnership in decision-making and Army results.
- The Strategic Plan incorporates results of the Army Civilian Attitude Survey
 - (1) *Improve the overall morale and satisfaction of the CP11 workforce*
 - (2) *Increase satisfaction of the CP11 workforce*



STRATEGIC PLANNING OBJECTIVES

The Strategic Plan is organized around four strategic pillars or objectives:

- Financial Management Objective Force
- Career and Leadership Development
- Strategic Alliances
- Incentives and Recognition



NEW TRAINING INITIATIVES

- Training with Industry Pilot Program
- Intern Career Program Orientation Meetings
 - August 2003
 - October 2003
- ACTEDS Web-based Tool
 - CP 32 Combat Developers Best Practice
 - CP11 and FA 45 Career/Professional Development
- CP 11 Marketing and Recruitment
 - Actual CP 11 Interns
 - Participation at College/University Career Job Fairs